

At Verint we have strong values that govern our every day working lives and we are proud of the diversity of our workforce.

We treat everyone with dignity, respect, and fairness while eliminating all forms of discrimination.

Our values



Integrity



Transparency



Humility



Innovation



Passion

Gender Pay & Bonus Gap

Difference between men and women	Mean Average	Median Middle
Gender Pay Gap	26.1%	26.4%
Gender Bonus Gap	42.9%	35.5%

What has changed from last year - Gender Pay Gap:

Our gender pay gap stands at the average rate for our industry, while we have improved our median gender pay gap in relation to last year by 3% making the distribution of our salaries more symmetrical across male and female employees. We continue to work hard to recruit and promote a more diverse workforce. While we recognise our sector is male dominated we operate a best practice hiring process, which is facilitating the attraction of greater diversity of applicants. As a result, we have already improved our diversity in our middle pay quartile and our upper middle pay quartile which have both seen an increase in the number of female employees from last year as a result of our recruitment and development campaigns.

What has changed from last year - Bonus Pay Gap:

Our bonus pay gap has improved dramatically from last year with our average falling by 10% and our median reducing by 41.5%. All Verint employees continue to receive commission or bonus plans according to their roles. However, given our numbers this year, we can see that we have more female employees receiving higher bonus payments in relation to last year. Another positive step towards pay equality.

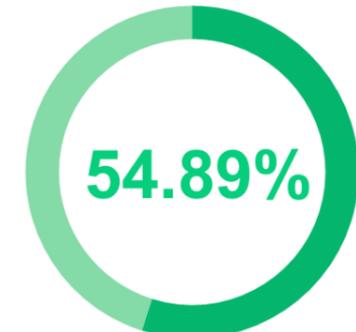
We value our diverse workforce and strive to ensure that equal pay for equal work is the standard practice. Our sector is still male dominated and we try our best to ensure more women get the chances they need to start or progress their career in Technology. Our environment remains open, inclusive, and flexible with an emphasis on:

Rewarding talent, not gender.

Proportion of employees receiving a 2017 bonus (%)

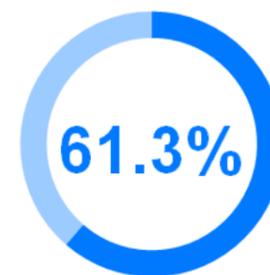


Male employees who received a bonus in 2017



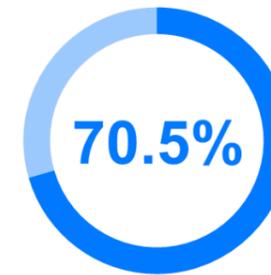
Female employees who received a bonus in 2017

Pay quartiles (%)



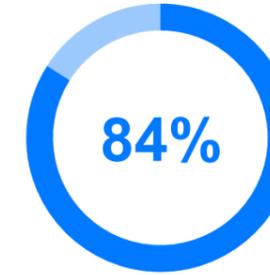
Quartile 1- Lower

61.3% male employees
38.7% female employees



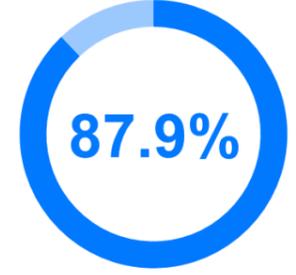
Quartile 2- Lower Middle

70.5% male employees
29.5% female employees



Quartile 3- Upper Middle

84% male employees
16% female employees



Quartile 4- Upper

87.9% male employees
12.1% female employees

Jill Hearst, SVP Human Resources, EMEA